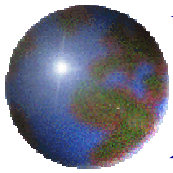


# ***Task Force Uniform Outfitting the Sea Warrior of the 21<sup>st</sup> Century***

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for  
FIRST CLASS PETTY OFFICER ASSOCIATION  
SEMINAR

1 April 2004

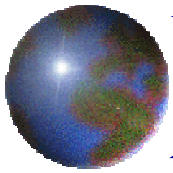


# Vision

- ✚ A set of uniforms that presents a professional appearance, recognizes Naval heritage and offers versatility, safety, ease of maintenance, storage, comfort, utility, and cost-effectiveness.
- ✚ An easily understood, Fleet-friendly set of Uniform Regulations that supports consistent application and enforcement.

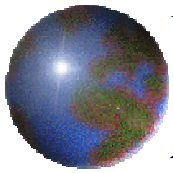
# Mission

- ✚ To conduct a comprehensive review and assessment of current Navy uniform regulations and requirements. Develop a set of proposals and implementation timeline to support the desired uniforms and uniform regulations for the Navy.



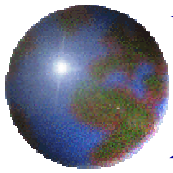
# Strategies to Ensure Success

- ✚ Develop Charter
- ✚ Assemble Task Force of SMEs
- ✚ Educate Task Force
- ✚ Inform Fleet, Solicit Input
- ✚ Incorporate “Best Practices”
- ✚ Apply criteria to evaluation process
- ✚ Research solutions



# Charter

- ✚ Signed 26 February 2003 by VCNO
- ✚ Direction and Guidelines
- ✚ Specific Tasks:
  - Evaluate usefulness of uniform items
  - Develop new working uniform E1-O10
  - Develop year round service uniform E6 and below
  - Update uniform to accommodate various sizes and shapes
  - Define uniform requirements for every Sailor
  - Develop range of proposals and associated cost benefits
  - Streamline Navy Uniform Regulations



# ASSEMBLE TASK FORCE

## ✚ ADVISORY GROUP:

- ✚ DNS, MCPON, FLTCMs

## ✚ FULL TIME STAFF:

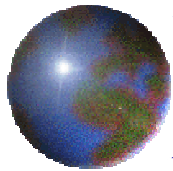
- ✚ Post Tour CO, Post Tour CMDCM, Support Personnel

## ✚ CORE GROUP:

- ✚ 3 Post Tour COs, 3 FORCMs, 3 CNOCMs, 4 Post Tour CMDCMs, Uniform Matters MCPO\*, 4 POs

## ✚ Functional Support Group:

- ✚ Large Deck SKCM, NEXCOM Reps, NCTRF Rep, Supply Corps Officer



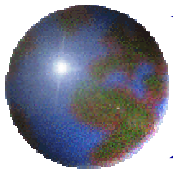
# Inform the Fleet

## ✿ News Media

- Navy Times
- Navy News Stand On-line
- Navy and Marine Corps News

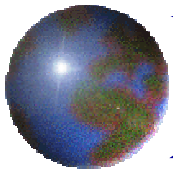
## ✿ Site visits

- NFELC Port Hueneme, California
- NAVSTA, San Diego, California
- SUBBASE, Point Loma, San Diego, California
- NAB Coronado, San Diego, California
- NNMCMC Balboa, San Diego, California
- Office of Naval Intelligence, Washington, DC
- NAVSTA, Pearl Harbor, Hawaii
- COMPAFLFT, Pearl Harbor, Hawaii
- NMCRC, Atlanta, Georgia
- World-wide CMC Conference, Orlando, Florida
- Defense Supply Center, Philadelphia, Pennsylvania
- Navy Clothing and Textile Research Facility, Natick, Massachusetts
- BWM FCPOA Leadership Conference 2003, Washington, DC



# **“Best Practices”**

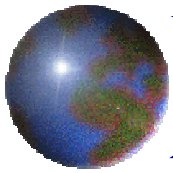
- ✿ Identified and utilized professional expertise to ensure a comprehensive review and analysis of Navy Uniform Regulations policies and practices
- ✿ Built a cohesive team of DON (military and civilian) and Defense Logistics Agency personnel to ensure contracting and inventory concerns are addressed
- ✿ Researched Navy Uniform History to better understand processes and methodologies used in the past to implement Navy uniform regulations changes
- ✿ Liaisoned with other service Uniform Board representatives (USMC, USAF, USA, USCG) to obtain insight and perspective on their processes and challenges



# Criteria to Evaluation Process

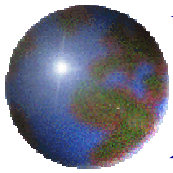
- ✚ Versatility – Who wears and where do they work?
- ✚ Safety – Protect and reduce hazards
- ✚ Ease of maintenance – Laundering, cleaning, upkeep, tailoring
- ✚ Storage – Space required for stowage
- ✚ Cost – Purchase and maintenance
- ✚ Durability – Long-lasting
- ✚ Tradition – Historical acceptance, longevity
- ✚ Recognition – Of uniform and rank
- ✚ Military Appearance – Smart, crisp image
- ✚ Convertibility – Interchangeability among components
- ✚ Contemporary Appearance – As affecting attitudes of sailors
- ✚ Comfort – Perceived physical satisfaction





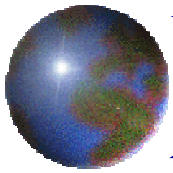
# Research Solutions

1. Present the issue or problem, categorizing it as “Policy” or “Uniform”
2. Identify the root cause
3. Research commercial solutions as applicable
4. Evaluate proposed solution against established criteria
5. Research Cost Benefit Analysis for every solution



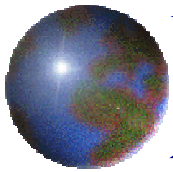
# Multi-million Dollar Program

- ✿ Multi-Million dollar program (>\$300M 2003)
- ✿ Initial outfitting - \$55M annually
- ✿ Clothing Replacement Allowance - \$122M annually
- ✿ Organizational/Protective Clothing – \$135M (2003)
- ✿ Other uniform costs (e.g., civilian clothing allowance, Recruiters) \$3M
- ✿ **Projected cost over the FYDP is \$1.6B**



# Obstacles

- ✚ Emotional issues
- ✚ Lack of performance factors
- ✚ Fleet-wide lack of awareness
- ✚ Determining compromises/trade-offs
- ✚ Berry Amendment



# Performance Factors

✚ An arbitrary parameter that measures the capacity of a uniform item against a known standard. Some areas identified requiring performance factors include:

-Appearance

-Convertibility

-Safety

-Functionality

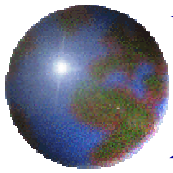
-Durability

-Comfort

-Professionalism

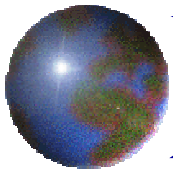
-Fit

-Maintenance



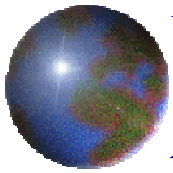
# **Determining Compromises/Trade-offs**

- ✚ Tradition vs. Practicality
- ✚ Safety vs. Comfort
- ✚ Military Appearance vs. Ease of Maintenance
- ✚ Recognition vs. Contemporary Appearance



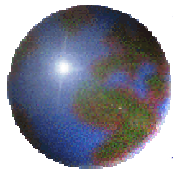
# Berry Amendment

- ✚ Requires the U.S. Defense Department to buy certain products - judged essential to our military readiness - **with 100% U.S. content and labor.** These products include clothing and other textile items, specialty steel, and food.
- ✚ Limited available manufacturing resources for uniform items.



# Recurring Dissatisfiers

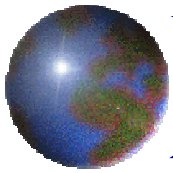
- ❖ Ambiguous/Outdated Uniform Regulations
- ❖ Various Policies and Practices
- ❖ Navy Uniform Board
- ❖ Appearance
- ❖ Inconsistent wearing of accoutrements between male and female
- ❖ Excessive number of mandatory items



# Survey Summary

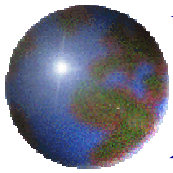
- ✚ 40,868 Total participants
- ✚ 5,539 Pages of comments and recommendations
- ✚ Demographics captured
- ✚ Most satisfied with Navy Uniforms: E7 and above males
- ✚ Most satisfied with Navy Uniforms (communities): Divers and Seabees
- ✚ Most desired Navy Working Uniform: Coveralls
- ✚ Most desired DoD Working Uniform: Battle Dress Utility
- ✚ Most desired style Service Uniform: Other Than Navy





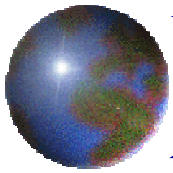
# Survey Summary

- Most dissatisfied with Navy Uniforms: E6 and below (all)
- Most dissatisfied with Navy Uniforms (communities): Aviation and SEAL
- Most undesired Navy Working Uniform: Utilities
- Most undesired DoD Working Uniform: Navy Utilities
- Most undesired style Service Uniform: Navy
- Most undesired Uniform in the Navy: White
- % Sailors provided organization clothing for dirty work: 33%



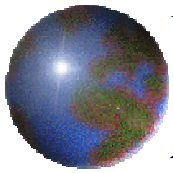
# Quality Improvement Initiatives

- ✿ Garrison Cap (Reinforcing Body)
- ✿ Women's Short Sleeve White Poly/Cotton Blouse (Less Transparent)
- ✿ Blue Mock Turtleneck Sweater (Replacing Wool Fabric)
- ✿ White Dress Shirt (Male) (Improving Appearance and Quality)
- ✿ CNT (Researching Alternative Fabric)
- ✿ Brooks Brothers Executive Line (Improving Appearance and Fabric Quality of SDB Uniforms E7 and above) (NEXCOM)



# **Task Force Uniform**

***QUESTIONS ?***



# Task Force Uniform

*“It is not about yesterday...*



*it's all about tomorrow.”*

*CNOCM(SS) Robert Carroll*